

Health | 1265

CITY OF GREEN BAY





October 20, 2017

Health | 1265

IT PAYS TO PRACTICE WELLNESS

November 1, 2017 – October 31, 2018

METHODS TO IMPROVE WELL-BEING—The following categories will be the focus of *Health | 1265* in 2018

-  **Activity:** Recognizing the need for movement and physical activity.
-  **Awareness:** Engaging employees in programs and challenges to improve their lifestyles.
-  **Healthy Choices:** Offering presentations and other dimensions of well-being to educate employees.
-  **Prevention:** Raising awareness of the prevention of chronic conditions and methods to assist with improving HRA numbers.

DATES TO REMEMBER

The *Health | 1265* program will run from **November 1, 2017 through October 31, 2018.**

HRA appointments are to be completed by **September 28, 2018.** If you are age 40 or older on January 1, 2018 you must also submit the completed MD sign off form by **September 28, 2018.**

Health | 1265 points need to be earned by **October 31, 2018.**

Premium discounts effective at beginning of the pay period in which **January 1, 2019** occurs.

Moving the Meter: *Health | 1265* has positively impacted over 450 City employees by encouraging them to actively engage in their own health and well-being. This was accomplished by providing employees with movement activities, education and other resources and incentives.

Goal to Engage Employees in Their Own Health and Well-Being: Moving into 2018, the City's goal is to continue to provide employees with a comprehensive wellness program plan. This will be achieved through providing opportunities for employee engagement and assisting employees through all of the dimensions of well-being.

Health Insurance Premiums: *Health | 1265* gives employees on the City's health plan an opportunity to reduce their health insurance premium contribution to 11.5% by reaching **1265** points through prevention, healthy choices, awareness and activity. This is part of the City's ongoing efforts to provide a health insurance plan which offers a benefit that is affordable for you and your family with a key component of focusing on wellness.

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PREVENTION

EVERYONE'S JOURNEY TO *Health* | 1265 STARTS WITH YOUR HRA

As part of the 2018 *Health* | 1265 program the HRA will be conducted by Bellin Health beginning March, 2018. The results of the HRA will be used as part of the *Health* | 1265 program for participating employees and spouses in determining your 2019 premium. Here is how you earn points toward the 1265 point goal by taking the HRA. Please note only the employee's HRA score will be used to earn points in the health goals category. To be eligible for the premium discount the employee must complete the HRA and required age appropriate and gender examinations regardless of the number of points earned. If you carry family coverage then the spouse must also complete the HRA and required age appropriate and gender examinations as well as the employee to receive the full premium discount.

PREVENTION	
ACTION	POINTS
ASSESSMENT: Employee and Spouse (if applicable) must complete the HRA and age appropriate and gender examinations by September 28, 2018 to receive the full number of eligible points and to receive the full premium discount.	400
86–100 HRA Score (Employee Only)	400
71–85 HRA Score (Employee Only)	200
70 or less HRA Score (Employee Only)	70
Employees earning a HRA score of 85 or lower will be able to earn points by attending <i>voluntary</i> Health Coaching sessions.	50-100
Dental Cleaning/Exam (Employee Only) 2 x year	50/100

How the 400 Assessment Points are Applied
A) If employee is under age 40 on January 1, 2018 with single coverage, upon completion of HRA 400 points will be granted.
B) If employee and spouse are under age 40 on January 1, 2018 with family coverage, upon employee's completion of HRA 200 points will be awarded. Upon spouse's completion of HRA the other 200 points will be granted.
C) If employee is over age 40 on January 1, 2018 with single coverage, upon completion of HRA 200 points will be granted. Upon completion and submission of the MD sign off form the other 200 points will be granted.
D) If employee and spouse are over age 40 on January 1, 2018 with family coverage, upon employee's completion of HRA 100 points will be awarded; and upon completion and submission of the MD sign off form 100 points will be granted. Upon spouse's completion of HRA 100 points will be awarded and upon completion and submission of the MD sign off form 100 points will be granted.

MD Alert forms are available on the City's website under the Human Resources *Health* | 1265 tab, or you can download a copy of the form from your myInertia account.

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WELLNESS ACTIVITIES

(Reasonable Alternative Standards)

YOU CAN CROSS THE *Health* | 1265 GOAL LINE WITH YOUR CHOICE OF ACTIVITIES

ACTIVITY, AWARENESS AND HEALTHY CHOICES: You don't need to get a perfect HRA score to receive the health insurance discount (but you do need to take the HRA). In fact, even if you receive a perfect score you still need to participate in other wellness activities to earn **1265** points. You must participate in the City's Health Insurance program to be eligible.

ACTIVITY		
ACTION	Monthly/ Event Pts	Maximum Points
Daily Activity Goal: Receive daily points based on steps or event time, employees can earn a max of 6 points per day		600
Self-Reported Workouts: At least 8 per month 11/2017 – 10/2018	25	250
Community Event 5k, 10k, Community Walk, etc.: 11/2017–10/2018 (Up to 3 events)	50	150
Wellness Challenges – TBA (50 pts per challenge, 4 events)	50	200
AWARENESS		
Fitness Assessment: Complete a fitness assessment <u>and</u> attend a summary/goals appointment with Amber Van Allen, Wellness Administrator.	50	50
Nutrition Program: TBA	25	25
Nutrition Challenge: TBA	50	50
Weight Challenge: Maintain Through the Holidays 11/2017-1/2018	50	50
Nutrition Presentation: On-site presentation on Sugar	25	25
Snack N Learn: On-site presentation on Sleep/Energy/Mindfulness	25	25
Self-Reported Monthly Weight Checks: 11/2017 – 10/2018	5	60
HEALTHY CHOICES		
Financial Presentation: TBA	25	25
ThatGuyNurse John Shier RN, PhD – You Are the CEO of Your Life!	25	25
Community Volunteering: 11/2017-10/2018 (Up to 4 events)	25	100
<i>Health</i> 1265 Participant Survey: Summer 2018	25	25
Flu Shot: November 2017 – January 2018 - Offered by the City	20	20
Completion of the Tobacco Free/Cessation Program only for those scoring positive for nicotine (through UMR and paid by the plan)	200	200

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INCENTIVES

WITH *Health* | 1265 YOU CAN SCORE THE FOLLOWING REWARDS

Personal Benefit Account: Employees participating in the City's Health Insurance program can earn \$200-single and \$400-family in their Personal Benefit Account (PBA) as follows:

PERSONAL BENEFIT ACCOUNT (PBA)

INCENTIVE	REQUIREMENT
\$100 for Employee	• Employee must complete HRA and required age and gender appropriate examinations by September 28, 2018
\$100 for covered Spouse, if applicable	• Spouse must complete HRA and required age and gender appropriate examinations by September 28, 2018
\$100 for Employee only \$100 for covered family member	• \$50 per dental cleaning • \$50 per family member dental cleaning
\$55 for Employees new to <i>Health</i> 1265 (Toward cost of fitness tracker)	• Eligible employees participating in <i>Health</i> 1265 who enroll in myInertia will receive the money in their paycheck

Dental Cleaning forms are available on the City's website under the Human Resources *Health* | 1265 tab, or you can download a copy of the form from your myInertia account. Once the form is uploaded you will receive credit under the *Health* | 1265 program, if eligible, and corresponding PBA dollars will be deposited into your account. You also have the option of uploading a copy of your Explanation of Benefits (EOB) or a bill from your provider reflecting your visit. The EOB or bill must include the date of service and list the provider. Upload the documentation into your myInertia scorecard by taking a picture with your smartphone, tablet or by scanning the document into your computer by **October 31, 2018**.

ADDITIONAL INCENTIVES

Points	Incentive
1265	Reduced Insurance Premium
1500	Amazon Gift Card
1700	Name Entered In Drawing for one of the sponsor prizes listed below
2000	Name Entered Twice In Drawing for one of the sponsor prizes listed below

-Two Home Packer Game Tickets-Provided by UMR
-Official Autographed Packer Helmet-Provided by Prevea Health
-Tailgate Party-Provided by M3

Information on additional prizes will be available soon!

HEALTH INSURANCE PREMIUMS

To be eligible for the Health Insurance premium discount the employee must complete the HRA and age appropriate and gender specific examinations **by September 28, 2018**. If a spouse is on the health plan they must also complete the HRA and age appropriate and gender specific examinations **by September 28, 2018** to be eligible for the total premium discount. The total number of points an employee accumulates in all categories from **November 1, 2017 through October 31, 2018** will be used to determine the employee's health insurance premium contribution for 2019.

Effective on the first day of the payroll in which January 1, 2019 occurs	
POINTS	PREMIUM
1265 +	11.5%
450-1264	12.5%
Did not complete HRA and requirements	15.0%

The City's health plan is committed to helping you achieve your best health status. Rewards for participating in a wellness program are available to eligible employees in the City's health plan. If you think you might be unable to meet a standard for a reward under this wellness program, you may qualify for an opportunity to earn the same reward by different means. Contact us at (920) 448-3147 and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.



Create your account to get started today!

ACTIVATE YOUR MYINERTIA ACCOUNT

- Go to www.myinertia.com
- Register an account using the following activation code: **GBAY-10285-10115**
- Fill out the remaining information & click submit
- To order a Discounted Fitness Device, [Click Here](#) or use the URL address at www.thewellnessoutlet.com. Click on **Create an Account**. Use the following group code: **greenbay16two** and complete the remaining information. **Login** to gain access to the discounted Fitbit and Garmin devices. **Employees must create an account to see and gain access to the discounts.**

LINK YOUR DEVICE

GARMIN. *MOST Garmin devices integrate with myInertia.*

- If you haven't already, create your account with Garmin by following device instructions.
- Once your Garmin account is active, login to your myInertia account at www.myinertia.com.
- Choose "myDevices" and click "Link to Garmin" button. This will take you to a screen to input your Garmin account username and password and finalize the linking of the two accounts.
- Data will automatically post in myInertia account once you have synced with Garmin's app or vivohub.

FITBIT. *All Fitbit devices integrate with myInertia.*

- If you haven't already, create your account with Fitbit by following the device instructions.
- Once your Fitbit account is active, login to your myInertia account at www.myinertia.com.
- Choose "myDevices" and click the "Link to Fitbit" button. This will take you to a screen to input your Fitbit account username and password and finalize the linking of the two accounts.
- Data will automatically post in myInertia account anytime you offload to your Fitbit account.

Mobile Track. Use your smartphone as an activity tracker

- Go to www.fitbit.com/app to see if your phone is compatible.
- Download the Fitbit app to your mobile device.
- Tap "Join Fitbit"
- At the bottom of the screen tap "No Fitbit Yet?" and continue through the rest of the setup flow by entering your information and creating an account.
- Once your Fitbit account is active, login to your myInertia account at www.myinertia.com.
- Choose "myDevices" and click the "Link to Fitbit" button. This will take you to a screen to input your Fitbit account username and password and finalize the linking of the two accounts.
- Data will automatically post in myInertia account anytime you offload to your Fitbit account.